

Old Age, Disability, Death

First and current law: 1959 (implementing regulations, 1971).

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 9.31 lempiras.

Coverage

Employed persons in private and public enterprise; also persons in liberal professions and self-employed. Exclusions: Domestic, casual, and agricultural workers (except those employed by employers with more than 10 permanent employees).

Special system for teachers, public employees, doctors, and the military. Coverage being extended gradually to different areas.

Source of Funds

Insured person: 1% of earnings.

Employer: 2% of payroll.

Government: 1% of payroll.

Minimum earnings for contribution purposes: 90 lempiras a month.

Maximum: 600 lempiras.

Qualifying Conditions

Old-age pension: Age 65 (men) or 60 (women). 180 months of contribution. Lump-sum refund if less. Retirement from covered employment necessary.

Disability pension: Loss of 2/3 of earning capacity in usual occupation. 36 months of contribution during last 6 years; 8 months during last 24 months in case of nonoccupational accident. (Men 45 and women 40 or older at time the law was implemented must have contributed 50% of time since initially eligible.)

Survivor pension: 36 months of contribution by deceased during last 6 years.

Old-Age Benefits

Old-age pension: 40% of basic monthly earnings, plus increment of 1% of earnings for each 12 months of contribution beyond 60 months.

Increment for work beyond age 65 (men) or 60 (women): 3% of basic monthly earnings for each year of contribution.

Minimum pension: 50% of earnings; maximum, 80%.

Refund of contributions if ineligible for pension.

Permanent Disability Benefits

Disability pension: 40% of basic monthly earnings, plus increment of 1% of earnings for each 12 months of contribution beyond 60 months.

Constant-attendance supplement: Allowance up to maximum of 50% of pension of insured.

Maximum pension: 80% of earnings.

Refund of contributions if ineligible for pension.

Survivor Benefits

Survivor pension: 40% of actual or accrued pension of insured paid to widow; also payable to widower over age 65 or disabled.

Orphans: 20% of pension of insured for each orphan under age 14 (18 if student or disabled), or 40% for each full orphan.

Dependent mother or disabled father over age 65: 20% of pension each. Maximum survivor pension: 100% of pension of insured.

Funeral grant: 50% of basic monthly earnings. Minimum, 125 lempiras.

Administrative Organization

Ministry of Labor and Social Welfare, general supervision.

Honduran Social Security Institute, administration of program; managed by a Board of Directors and Director-General.

Sickness and Maternity

First law: 1952.

Current law: 1959 (implementing regulations, 1962).

Type of program: Social insurance system. Cash and medical benefits.

Coverage

Employees of firms with 1 or more workers in industry and commerce, and public employees.

Exclusions: Agricultural, domestic, family, and temporary workers.

Coverage being extended gradually to additional regions.

Source of Funds

Insured person: 2.5% of earnings.

Employer: 5% of payroll.

Government: 2.5% of total covered earnings.

Minimum and maximum earnings for contribution and benefit purposes: 90 and 600 lempiras a month, respectively.

Above contributions also finance work-injury benefits.

Qualifying Conditions

Cash sickness benefits: 35 days of contribution in last 3 months.

Cash maternity benefits: 75 days of contribution in last 10 months (unemployed workers ineligible).

Medical benefits: Currently in insured employment, 35 days of contribution in last 3 months if unemployed or if illness occurs within 60 days after unemployment starts. Old-age and disability pensioners also covered.

Sickness and Maternity Benefits

Sickness benefit: 66% of earnings (50% if hospitalized and without dependents). Payable after 3-day waiting period for up to 26 weeks (may be extended to 52 weeks).

Maternity benefit: 66% of earnings, payable for 6 weeks before and 6 weeks after confinement.

(Employees not eligible for benefits under social insurance may receive sick or maternity leave under labor code.)

Workers' Medical Benefits

Medical benefits: Medical services provided directly to patients through health facilities of Social Security Institute.

Includes general and specialist care, surgery, hospitalization, necessary medicines, laboratory services, appliances, and dental and maternity care (postnatal care up to 45 days).

Duration: No limit (26 weeks if unemployed).

Dependents' Medical Benefits

Medical benefits for dependents: Maternity care for wife of insured, including postnatal care up to 45 days.
Pediatric care for infants of insured men or women until 30 days after reaching age 5 or 26 weeks after death of insured father.

Administrative Organization

Ministry of Labor and Social Welfare, general supervision.
Honduran Social Security Institute, administration of program; managed by a Board of Directors and Director-General.
Institute operates own outpatient clinics and hospitals.

Orphans: 20% of pension for each orphan under age 14 (18 if student), or 40% if full orphan.
Dependent parents (in absence of above): 20% of pension each.
Maximum survivor pensions: 100% of pension of insured.
Funeral grant: 125 lempiras.

Administrative Organization

Ministry of Labor and Social Welfare, general supervision.
Honduran Social Security Institute, administration of contributions and benefits.
Institute operates own outpatient clinics and hospitals.

Work Injury

First law: 1952.
Current law: 1959 (labor code still in force in regions to which social insurance not yet extended; provisions not shown).
Type of program: Social insurance system.

Coverage

Employees of firms with 1 or more workers in industry and commerce, and public employees.
Exclusions: Agricultural, domestic, family, and temporary workers.
Coverage being extended gradually to additional regions.

Source of Funds

Insured person: See sickness contributions above.
Employer: Same.
Government: Same.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.
Survivor benefit: 10 months in covered employment.

Temporary Disability Benefits

Temporary disability benefit: 66% of daily wage.
Payable after 3-day waiting period for up to 52 weeks.

Permanent Disability Benefits

Permanent disability pension: 40% of basic monthly earnings, plus increment of 1% of earnings for each 12 months of contribution beyond 60 months, if totally disabled. Minimum: 66% of earnings; maximum, 80%.
Partial disability: Percent of full pension corresponding to degree of incapacity, if greater than 15%. Pension below 10 lempiras a month commuted to lump sum.
Constant-attendance supplement: Up to maximum of 50% of pension of insured.

Workers' Medical Benefits

Medical benefits: Medical, surgical, and hospital care; medicines; and appliances.

Survivor Benefits

Survivor pension: 40% of actual or accrued pension of insured.
Payable to widow or widower over age 65 or disabled.

Unemployment

(1959 labor code requires employer to pay dismissed employees a lump sum based on length of service, not to exceed 11 months' wages.)

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